

Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 18 May 2022
Paper No.	SSEC3-F
Agenda Item	6.1
Subject of Paper	Equality Diversity and Inclusion (EDI) Update
FOISA Status	Disclosable
Primary Contact	Naira Dar
Date of production	10 May 2022
Action	For Noting

1. Recommendations

1.1 To note the report.

2. Purpose

2.1 The purpose of the report is to provide an update on progress of the actions and developments relating to our EDI commitments.

3. Key Insights

This report will highlight key areas of work for the EDI team, and will provide an update on previous agreed actions.

3.1 Consultations

As agreed at the previous Committee meeting, a City of Glasgow College response was submitted to the Public Sector Equality Duty (PSED) consultation by the Scottish Government. Further updates from the Scottish Government are expected in due course.

A response to the Scottish Funding Council (SFC) Draft National Equality Outcomes, is also due to be submitted by 16th May 2022

3.2 Events

The previous update for the Committee stated that the EDI team would be hosting an event for LGBT History month, this has been postponed due the partner organisation not being able to facilitate.

An International Women's Day event was delivered by Dr Wayyin Hatton Chair of Colleges Scotland on supporting women in Leadership, on the 8th March.

The City of Glasgow College will be hosting the first Trans Edu Network event, which will be focused on supporting staff and students on delivering best practice. Keynote speakers are Paul Daly LGBT Youth Scotland and Ellie Gomersall NUS Scotland president.

Information on registration will be available shortly. This will support the work with the Student Association to achieve the foundation level of the LGBT Youth Scotland Charter.

The EDI team is working closely with the Student Association and Student support to ensure that an events calendar will bring together the EDI activities across the College.

3.3 Campaign

The anti-racism campaign funded by the SFC will be launched at the end of May 2022. This forms part of the Colleges commitment to tackle racism and to deliver on the anti-racism Pledge.

3.4 Affiliation

The City of Glasgow College is now affiliated with the Chartered Institute of Building (CIOB) Equality Charter. This is an opportunity to showcase how we deliver on EDI and to help influence best practice in the sector. This has been led by Stuart Bradnam, Curriculum Head of Construction, and the EDI team.

3.5 Key Strategic Priorities

In preparation for the next academic year 2022 / 23, the EDI priorities will focus on the following:

- Review and redesign of EDI training for all employees
- Automation of the Equality Impact Assessment (EQIA) process
- Preparation of the PSED reports for April 2023
- Delivery of the Equality Action Plan.

3.6 Organisational Change

The EDI team have moved to a new position within Human Resources and the People and Culture Directorate. This a welcome opportunity to work closely with our colleagues to bring synergy and cohesion to how we deliver on our EDI commitments.

4. Impact and Implications

The outlined priorities will support our mainstreaming requirements and the delivery of our Equality Outcomes. The impact on not delivering the Equality actions could result in a breach of our legislative requirements under the Equality Act.